

# Aruba Esso News

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## Ceremonianan lo worde Teni Juli 1

### Setenta-Seis Estudiante Lo Gradua for di LVS

Setenta y seis hobennan di School di Ofishi di Lago lo termina cuatro anja di estudio na school y enseyanza na trabao ora nan gradua y bira empleadonan completo di refinaria e anochi di Juli 1.

E ceremonianan di graduacion tradicional, cu lo worde teni na e sitio pa noord di e Training Building, lo cuminsa pa 7:30 p.m. Presente lo ta solamente esnan cu un invitacion.

O. S. Mingus, Gerente General di Lago, lo papia e discurso di graduacion. Presidente J. J. Horigan lo anuncia e nombrenan di e dos graduadonan cu ta worde duná beca di un anja cu tur gastonan pagá na Allentown (Pa.) High School. Carl W. Lejuez, uno di e hobennan cu ta graduá, lo duna un discurso di despedida.

Tambe lo tuma palabra e Gerente di Relacion Industrial J. V. Friel, kende lo presenta e klas cu ta gradua y F. Ritveld, presidente di Lago Employee Council, kende a gradua for di e school na 1945 y lo papia na nomber di e klas.

Despues cu e graduadonan, cu ta bisti cu bachi blanco y carson preto, drenta, Chrismeliano Schwengle, un miembro di e klas, lo papia un discurso di bienvenida y lo introduci e huespedes. Sr. Friel lo habri e programa y e Glee Club di e School lo canta "Come To The Fair."

#### Ritveld lo Papiá

Despues di e remarcacion di Sr. Mingus, Sr. Friel lo introduci e 16 hobennan cu ainda ta den servicio di compania for di e 20 cu a gradua na 1945. Sr. Ritveld lo papia despues y luego Instructor W. M. Brown lo presenta e miembronan di e klas cu ta gradua y lo duna nan e certificado cu nan a completa nan estudio cu exito.

Superintendente General F. E. Griffin lo presenta nan diploma y e Glee Club lo canta "Himno di Aruba" y "Aruba Dushi."

Sr. Horigan luego lo anuncia e nombrenan di e ganadornan di beca. E anuncio aki lo worde sigui door di un discurso di despedida, e Glee Club lo canta "Wilhelmus" y e graduadonan lo sali un tras di otro. Musica durante nan salida y intermedio lo worde tocá door di Lago Community Band.

#### Invitadonan So

Pa motibo di facilidadnan limitá, e lista di huespedes lo ta limitá. Cada hoben cu gradua a worde duná 4 carchi di invitacion y huespedes lo worde pidi pa presenta nan invitacion pa worde admiti na e ceremonia.

Un exhibicion di trabao na school, cu ta inclui mas di 35 trabaoonan, lo por worde mirá despues di e ceremonia.

Entre e huespedes lo ta e empleadonan cu a graduá for di school di ofishi na 1945. Esakinan ta L. V. Geerman, J. B. Kock, Joannes Koolman, F. A. Quandt, Abelino Thiel y Pedro Trimon di Mechanical Department; Jacobo Erasmus di Accounting; Sixtro Feliciano di Public Relations Dept.; Gregorio Maduro di Colony Service y Pedro Fleming, Higinio Jansen, Camillio Maduro, A. C. Martes, Leopoldo Tromp, Ceril Vroolijk y Sr. Ritveld di Process Department.

Tambe invitá pa e ocasion ta e ganadornan anterior di beca kende a studia na Allentown entre 1949 y 1954. Esakinan ta Francisco Dijkhoff y Dominico Britten; Pedro Irausquin y Jan Wester; Raymundo Farro y Juan Yarzagaray; Dominico Quandt y James Gravesande; Marciano Angela y Patricio Ras;

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### Lago Heights Transferred To Foundation

Lago Heights, formerly part of the company concession, was turned over to the Home Building Foundation June 1. The transfer brought about these changes:

Roads became public; supply of water, telephone service, mail delivery and refuse collection were taken over by the government; supply of electricity was taken over by the Electriciteit Maatschappij Aruba; control of the 150 homes in the area was assumed by the HBF.

As part of the concession, roads in the area were private property, were maintained by the company and could be traveled by vehicles with none other than refinery registration.

#### Roads Now Public

As a result of the transfer the roads will be policed and maintained by the government. Vehicles traveling the roads now must be equipped with valid government registration.

The company provided power, water and telephone service, distributed mail and collected refuse when the area was part of the concession. These services will now be provided by the government and the utility concern.

Water and power lines have been extended to the area, company telephone installations have been included in the government network and San Nicolas postmen will now deliver mail thrice-weekly to homes and bachelor quarters in the area.

(Continued on page 8)

## Vrolijk, Solognier Receive 30-Year Service Awards



RIJINIO SOLOGNIER of Receiving and Shipping receives the best wishes of Company Executives C. F. Smith (right) and F. W. Switzer during presentation of Mr. Solognier's 30-year service button.

RIJINIO SOLOGNIER di Receiving and Shipping ta ricibi meliores deseo di Ehecutionan di Compania C. F. Smith (banda dreci) y F. W. Switzer durante presentacion di boton di servicio di 30 anja na Sr. Solognier.

Two Lago employees - Roman C. Vrolijk and Rijnio Solognier - earlier this month received diamond-studded buttons and framed certificates emblematic of 30 years of service with the company. The presentations were made at meetings of the

Management - Staff Committee.

Mr. Vrolijk, now 50 years of age, was first employed in 1925 in the Marine Department where he served on small craft. He separated from the company in June, 1931 and was rehired in August of that year as a

launchman. Last year he was transferred to the Floating Equipment Division where he is employed today as a launchman A.

Mr. Solognier 54, also was first employed in 1925. He started with what is now the Yard Craft and in

1930 transferred to Receiving and Shipping. Ill for 42 days in 1949, he returned in December of that year to Receiving and Shipping where he is a corporal A.

Neither man has suffered a lost-time industrial accident.



ROMAN C. VROLIJK of the Floating Equipment Division is congratulated by General Manager O. Mingus on receipt of his 30-year service award at ceremonies in the General Office Building.

ROMAN C. VROLIJK di Floating Equipment Division ta worde felicitá door di General Manager O. Mingus ora el ta ricibi su emblema di 30 anja na ceremonio den Oficina Grandi.

### Mingus Will Be Principal Speaker; Horigan To Name Scholarship Boys

Seventy-six Lago Vocational School seniors will wind up four years of school work and on-the-job training when they graduate into full-time refinery employees the night of July 1.

The traditional graduation exercises, to be held in the north quadrangle of the Training Building, will get underway at 7:30 p.m. Attendance will be by invitation only.

O. S. Mingus, Lago general manager, will deliver the graduation address. President J. J. Horigan will announce the names of the two graduates awarded one-year, all-expense-paid scholarships to the Allentown (Pa.) High School. Carl W. Lejuez, one of the graduating seniors, will deliver the farewell address.

Also scheduled to speak are Industrial Relations Manager J. V. Friel who will present the graduating class and F. Ritveld, president of the Lago Employee Council, who graduated from the school in 1945 and will speak on behalf of that class.

After the graduates, dressed in white jackets and black trousers, file in, Chrismeliano Schwengle, a member of the class, will deliver the address of welcome and introduce the guests. Mr. Friel will open the program and the LVS Glee Club will sing "Come To The Fair."

#### Ritveld To Speak

Following Mr. Mingus' remarks Mr. Friel will present the 16 men still with the company of the 20 who graduated in 1945. Mr. Ritveld will speak and then Instructor W. M. Brown will present the members of the graduating class and certify their successful completion of their studies.

General Superintendent F. E. Griffin

will present their diplomas and the glee club will sing "Himno di Aruba" and "Aruba Dushi."

Mr. Horigan will then announce the names of the scholarship winners. The announcement will be followed by the farewell address, the glee club will sing the "Wilhelmus" and the graduates will file out. Music for the procession and recession will be played by the Lago Community Band.

#### Guest List Limited

Because of limited facilities, the guest list will be restricted. Each graduate has been allotted four invitations and guests will be asked to present their invitation for admission to the exercises. They have been asked to carry the red ticket included with their invitation.

An exhibition of school work, marked by over 35 displays, will be open for inspection on completion of the exercises.

Among the guests will be the employees who graduated from the school in 1945. They are L. V. Geerman, J. B. Kock, Joannes Koolman, F. A. Quandt, Abelino Thiel and Pedro Trimon of the Mechanical Department; Jacobo Erasmus of the Accounting Department; Sixtro Feliciano of the Public Relations Department; Gregorio Maduro of the Colony Service Department and Pedro Fleming, Higinio Jansen, Camillio Maduro, A. C. Martes, Leopoldo Tromp, Ceril Vroolijk and Mr. Ritveld of the Process Department.

Also invited to the ceremonies are previous scholarship winners who studied in Allentown between 1949 and 1954. They are Francisco Dijkhoff and Dominico Britten; Pedro Irausquin and Jan Wester; Raymundo Farro and Juan Yarzagaray; Dominico Quandt and James Gravesande; Marciano Angela and Patricio Ras; Loreto Kock and Hendrik Bareno.

#### Start Work July 4

The graduates are scheduled to report to full-time refinery assignments July 4. Behind them will be three years of classroom work and a fourth year divided between the school and the refinery.

For four years they have studied English, mathematics, drawing and health. They've also studied physics, reading, general science, industrial background. They've had three years of physical education and received practical training in the school's pipe shop, electrical shop, mechanical laboratory, sheet metal shop and carpentry shop.

When they start their full-time refinery assignments July 4, the graduates will receive the wage assigned to their job rating and become eligible for other employee benefits.

One major benefit is the opportunity to continue their training. They will be able to perfect their skills through on-the-job training and take additional study under the company's Education Refund Plan.

# ARUBA ESSO NEWS

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## Beware: Quick-Changing Weather

## Small-Boat Fishermen Cautioned by Harbormaster

The coming months of July and August which are usually marked with quick-changing weather pose a problem for small-boat fisherman and recall the safety precautions proposed last year by Aruba Harbormaster J. B. Meenhorst.

Usually charged with directing the hunt for persons missing at sea, Mr. Meenhorst set up a procedure by which small-boat fishermen might increase their chances of being rescued if a mishap occurred.

He proposed that persons venturing to sea in small boats telephone his office in Oranjestad at 1740 prior to sailing and provide the following information:

Name and registration number of vessel.

Name of captain and crew or passengers.

Expected time of departure.

Planned destination.

Expected time of return.

He asked that fishermen registering their trip with his office check in when they return.

The harbor master also suggested that persons going to sea in small boats carry fresh drinking water, an anchor with at least 100 meters of rope or chain, a sea anchor, a brightly-colored flag for signaling during day-light hours and a flashlight for signaling at night.

Provided with information about the trip, he explained, searchers would be able to hunt the most likely areas first. Equipped with the provisions he suggested, persons in difficulty at sea would have a better chance to survive and attract help.

## Fiesta Rotaria Ta Atrac Mas Di 600 Hende

Un Fiesta Rotaria, presentá door di Club Rotaria di Aruba na Sociedad Bolivariana 4 di Juni, a atrac mas di 600 huespedes na un anochi di recreo, baliamento y rifa. E fiesta, cu a worde organizá pa haya fondos pa traha lugarnan di cambia panja pa publico na Eagle Beach, segun informacion di e Club tahata un éxito financiero.

Eventonan mas principal di e fiesta di e anochi, cu tabata transmiti via radio for di ensenario di Bolivariana, tabata un serie di funcion especial, acompañá door di un orkest y koor completo, presentá door di e grupo "Cotton Blossom Minstrels" cu a haci un presentacion na Esso Club dos luna pasa.



IN THE lounge of the M. V. Oranjestad guests of the Aruba Merchants Association at its 10th anniversary celebration listen to an address by Association President C. H. Whitfield.

DEN E SALA di SS ORANJESTAD huespedes di Asociacion Mercantil Arubano durante celebracion di su decimo aniversario ta scucha un discurso di Presidente di e Asociacion C. H. Whitfield.

## Vrolijk, Solognier Ta Ricibi Emblema Di 30 Anja

Dos empleado di Lago - Roman C. Vrolijk y Rijnio Solognier - na principio di e luna aki a ricibi boton cu diamanta y certificado den leishi simbolizando nan 30 anja di servicio cu Compania. E presentacion a worde haci na reunionnan di Management-Staff Committee.

Sr. Vrolijk, di 50 anja di edad awor, tabata empleá pa di promer bez na 1925 den Departamento di Marina na unda el a traha ariba botonan chikito. El a larga servicio di Compania na Juni 1931 y a worde re-empleá na Augustus e anja ey como launchman. Anja pasá el a worde transferi pa Floating Equipment Division, unda awe el ta empleá como un Launchman A.

Sr. Solognier, 54 anja, tambe tabata empleá pa di promer bez na 1925. El a cuminsa traha den e departamento cu awe yama Yard y Craft y na 1930 a worde transferi pa Receiving & Shipping. Despues di enfermedad di 42 dia na 1949, el a bolbe na December di e mes anja pa Receiving & Shipping, unda e ta un Corporal A.

Ningun di e dos hombernan aki a sufrí un accidente industrial cu perdida di tempo.

## Coleman Named Vice-President

Stewart P. Coleman has been elected a vice-president of the Standard Oil Co. (N.J.). He has been a member of the company's board of directors since 1946.

A graduate of Rice Institute, Mr. Coleman entered the oil business in 1920 as a chemical engineer with the Humble Oil and Refining Co., a Jersey Standard affiliate. He joined the Jersey company in 1933, served on and in 1954 was named chairman of its Coordination Committee and was the first manager of its Coordination and Economics Department.

Mr. Coleman has also served on oil advisory committees to the United States government.

## Lago Heights a Worde Pasa pa HBF 1 di Juni

Lago Heights, anteriormente un parti di concession di Compania, a worde pasá pa Home Building Foundation 1 di Juni. Esaki a trece e siguiente cambianan:

E caminanan a bira camina publico; asunto di waterleiding, servicio di telefoon, servicio di correo y recogemento di basura a worde tumá over door di gobierno; asunto di electricidad a worde tumá over door di Elmar; control ariba e 150 casnan a keda den man di HBF.

Como parti di e concession, e caminanan den e lugar aki tabata camina privá, nan tabata worde manteni door di compania y vehiculonan cu solamente registracion di refinaria por a corre ariba nan.

Como resultado di e pasamento di e terreno aki, e caminanan aki ta cai bao control di poliz y nan lo worde manteni door di gobierno. Vehiculonan cu ta usa e caminanan aki awor mester tin numero valido di gobierno.

Compania tahata duna corriente, awa y servicio di telefoon, tabata duna servicio di correo y tabata recoge sushi tempo cu e lugar aki tabata parti di su concession. E servicionan aki awor lo worde duná door di gobierno y e compania di utilidad publico.

### Awa y Corriente

Línea di awa y corriente a worde extendi pa e lugar aki, instalacionnan di telefoon di compania a worde conectá ariba central di gobierno y partidior di carta di San Nicolas awor lo entrega correo tres bez pa siman na e casnan y bachelor quarters di Lago Heights.

Empleadonan cu actualmente ta biba den e casnan di Lago Heights lo tin tempo te Nov. 30 pa cumpra e cas den cual nan ta hiha of un otro cas den terreno di Lago Heights.

Prijs di e casnan a worde reduci desde cu e calculo original di e prijsnan a worde haci. E tempo ey, a worde pensá cu e casnan di tres particion lo costa Fls. 4500; casnan di cuatro particion Fls. 5500; casnan di 5 particion Fls. 6500 y e casnan di e "typo intermedio" di 4 particion Fls. 7500.

Revision di e calculo a rebaha e prijsnan na Fls. 3700 pa e 11 casnan di 3 particion; Fls. 4900 pa e 39 casnan di 4 particion, trahá di blokki di cement; Fls. 5900 pa e 40 casnan di 5 particion y Fls. 6200 pa e 25 casnan di e "typo intermedio."

### 100 Residente

Cerca 100 residente di Lago Heights a indica nan intencion caba pa cumpra uno di e casnan. E huur cu nan lo paga - menos interest y costo di reparacion - entre Juni 1 y e tempo cu e propiedad ta pasa pa nan number, lo worde kitá for di e prijs di e cas.

E casnan ta situá ariba terreno di erfpacht di gohierno. Cumpradornan lo paga 9 cent pa meter cuadrá pa anja pa erfpacht.

Instalacionnan di utilidad di compania na servicio di Lago Heights a worde pasá pa y lo worde manteni door di gobierno of ELMAR.

## V. Boekhoudt cu Pension Juli 1

Vicente Boekhoudt, un trahador na waf den Receiving & Shipping, lo bai cu pension Juli 1 cu mas di 22 anja di servicio. El a worde empleá pa di promer bez na anja 1933 den e departamento cu awor yama Yard Craft.

Na 1933 el a hira Tradesman Klasse 4, e siguiente anja Tradesman Klasse 3 y na 1940 el a worde transferi pa Receiving & Shipping como un Laborer B y despues den e anja ey el a worde promovi pa Wharfinger. Siendo un Arubiano, Sr. Boekhoudt no tin plan pa bai for di e isla.

## Corrosion Conference Underway



SOME LAGO employees are back at school this month for a four-week seminar in corrosion conducted by Dr. M. G. Fontana (right), chairman of the Dept. of Metallurgical Engineering at Ohio State University.

ALGUN EMPLEADO di Lago ta atrobe na school e luna aki pa un estudio di 4 siman tocante corrosion conduci door di Dr. M. G. Fontana (drecchi), presidente di Departamento di Ingenieria Metalurgico di Ohio State University.

## R. O. Smith Will Retire



R. O. Smith

Lago Police Department 1st Lt. Richard O. Smith, first employed by Lago in 1934 as a hospital technician, will leave Aruba this month on furlough preceding retirement.

In 1936 Mr. Smith was promoted to laboratory technician and served until 1946 when he transferred to the Lago Police Department as a first lieutenant.

Previously Mr. Smith had been transferred to the Standard Oil Co. (N. J.) for three years of service with the United States armed forces during World War II.

## Esso East Coast Appoints Hussey

D. L. Hussey, one-time process superintendent at Lago, has been named an assistant general manager of the Esso East Coast Manufacturing Division.

Mr. Hussey, former general superintendent of Esso's Bayway refinery at Linden, N. J., recently returned from Iran where he served first as head of a survey party and later as general manager of the Abadan refinery which Standard Oil Co. (N.J.) and seven other petroleum concerns are restoring.

Mr. Hussey was process superintendent at Lago from December, 1949, to February, 1951.

## KLM Reduces Engine Noise On Convairs

If you travel by KLM Convair your flights in the future will be quieter and faster. When KLM introduced the fast new planes into Caribbean service in February, 1951, most passengers were pleased that they could reach their destination in less time. Many complained, however, about the noise from the Convair's powerful engines.

Their complaints did not fall upon deaf ears. Over the noise of their engines, KLM engineers heeded the complaints and together with the plane's maker put in a full year of intensive research on the problem.

Now they've come up with a two-part answer. First, a new exhaust system will muffle the sound and reduce cabin vibrations in planes now in service. Next, a new model Convair - to be introduced some time next year - will be put in service. The new model will be faster, have the same load capacity as present models and muffle the sound still further.

This was reported in a press conference held in Aruba May 26, by H. L. Duboureq, a KLM vice-president and general manager of its Caribbean Division.

## Schedule of Paydays

### Semi-Monthly Payroll

June 1 - 15 Thursday, June 23

### Monthly Payroll

June 1 - 30 Saturday, July 9



ESSO DEALERS on the island staged a "going away" party last month at the Strand Hotel for H. A. Bissell (standing), Esso marketing representative transferred to Chile. He was presented with a brief case. ESSO DEALERS di Aruba a duna un fiesta di "despedida" luna pasa na Strand Hotel pa H. A. Bissell (parando), kende ta representante di Esso Ventas cu ta worde transferi pa Chili. El a worde presentá un tas.



# Employee Representation

## What Has It Accomplished At Lago?

Much has been written about independent representation at Lago. The company's position has been stated as clearly and forcefully as possible. It has been placed on the record that:

- Lago accepts the need for representation of employees by representatives of their choice.
- Lago believes that such representation can best be provided by employees elected by their fellow-workers; by representatives who are aware of their fellow-workers' problems and of the company's ability and willingness to assist in solving them; by representatives not influenced by outside considerations or pressures; by representatives who have an interest in the success of the company.
- Lago's experience proves that more can be accomplished by cooperation than by any other means.

Having stated the company's beliefs concerning employee representation, it is fair to ask: What does the record show? After almost 20 years of independent representation, what have been the accomplishments of cooperative consultation and negotiation between management and employee representatives?

Cooperation, understanding, mutual awareness of each others' needs and desires are meaningful only as they lead to a common goal. It is appropriate to look at the goals of Lago and its employee body and see what has been wrought over the years of employee-management cooperation. Has progress been made toward the goals of success and sharing? Has the system of representation achieved benefits for all without losing its ability to recognize the special needs of the smaller group and of the individual?

What is the record on those things that interest all of us such as wages, hours, vacations, the opportunity to save and protection against illness and death? Let's take a look -

### Wages -

The record shows that since 1941 the average wage for Lago employees has far more than doubled. This sounds like a cold statistic. It becomes more meaningful when it is realized that in this period the rate for a laborer has increased from Fls. 0.44 to Fls. 1.36 per hour, the rate for a skilled tradesman from Fls. 1.05 to Fls. 2.565. Changes in wage rates were all accomplished, with one single exception in 1951, through peaceful consultation and negotiation with employee representatives.

It means more if we recall that from 1947 to 1955 a cost-of-living bonus formula provided protection for employees against the sharp fluctuations in the prices of commodities typical of that period. It is significant that when a cost-of-living formula no longer seemed the best means of compensating employees in a more stable economy, employee representatives met with management and agreed to discontinue it while negotiating the general increase early this year. It is foresight and cooperation of this type that has established and maintained for Lago's employees wage scales as high or higher than those of any other employee group in the Netherlands Antilles.

### Hours -

While wages and takehome pay have gone up, hours of work have gone down. Many an old-timer worked shift schedules of 56 hours a week. In 1937 it seem-

ed a mark of real progress when, in consultation with elected employee representatives, Lago established a shift schedule of 50.4 hours a week. Normal daytime schedules were 48 hours a week. But in 1945, after discussion with the Employees Advisory Committee, further leisure time was gained for employees when shift schedules were reduced to 48 hours and daytime operations were standardized almost completely at 45 hours a week.

These improvements were accomplished without loss of take-home pay to any worker. In the great majority of cases, hours were reduced while actual weekly earnings increased. The standards agreed upon by Lago and employee representatives through the years - standards developed through voluntary, cooperative consultation with each other - have since been incorporated into law for all employees in the Netherlands Antilles.

### Vacation -

Today, all employees enjoy two weeks' vacation accrual each year as well as bonus vacations after two years of service. It was not always so. Years ago many employees did not receive a vacation until two years' service had been completed. And then only one week a year was provided for the first five years and two weeks a year was the standard for all future service. In 1945 a new policy provided one week's vacation after the first year and two weeks for every future year.

In 1945 a bonus vacation of two weeks was first provided after each four years of service. The years since then have seen continued improvement through

negotiation. First, in 1951 bonus vacations were increased to three weeks after eight years and four weeks for each four-year cycle thereafter. Then in 1954 another change provided bonus vacation every year after two years of service instead of after four-year periods.

### Holiday and Holiday Pay -

In 1945 when reduction in work schedules and a general increase were developed with employee representatives, paid time off on holidays for wage earners was started. Previously, the majority of Lago's employees had received five holidays a year without pay. Now, as a result of understanding between management and elected employee representatives, eight holidays a year are provided. Employees on the day off receive straight-time pay while those who must work receive extra pay.

Further improvements negotiated by employee representatives include an increase in pay for holiday work from extra straight time to extra time and one-half.

### Overtime and Acting Rates -

For many years Lago has been a leader in the area in recognition of its responsibility to compensate an employee - and to compensate him at more than his straight time rate of pay - for working extra hours. There is nothing radical, nothing new in this concept. The point is that the policy of overtime pay was not forced by law or by custom in the area. Rather, it developed from recognition of employee's desires and needs as expressed by their fellow-worker representatives.

It is also an expression of the company's ability and willing-

ness to recognize its special obligation for extra hours of work. With payment of higher rates of pay for acting assignments in certain categories, even though not widely practiced in this area, Lago has agreed in dealings with employee representatives that such higher rates are justified.

These, then, are some of the material improvements for all employees worked out over the years in negotiation and consultation between Lago management and the independent representatives of its employees. They are typical of the gains secured by employees representing their fellow workers in the area generally referred to as "wages, hours and working conditions."

But workers have other needs and desires, too. They have the need for protection during emergencies, unexpected sickness or accident. They have to plan for the future of their families and dependents during old age or death. They want the opportunity to save for contingencies, to make their dreams come true. They consider, and quite rightfully, that they deserve to share beyond their normal earnings in the financial success of the company, just as they accept that company losses or failure must affect them adversely sooner or later.

Again, the record shows that these needs and desires have been ably presented by employee representatives over the years. It shows that their efforts have met with Lago management's cooperative response and a desire to join in solving problems. Evidence of this is found in the number of formal benefit plans established over the years. These are plans which had no counterpart in the area when they were

(Continued on page 8)

## Representacion di Empleado Kiko El A Efectua na Lago?

Hopi a worde scirbi tocante representacion independiente na Lago. E posicion di compania a worde claramente y energicamente defini. A worde poni ariba record cu:

- Lago ta acepta e necesidad di representacion di empleadonan door di representantenan di nan preferencia.
- Lago ta kere cu tal representacion por worde mehor efectua door di empleadonan eligi door di nan companjero-trahadornan; door di representantenan cu conoce e problemanan di nan companjero-trahadornan y di compania su abilidad y bon voluntad di asisti den resolve nan; door di representantenan cu no ta worde influencia door di consideracion of pression di exterior.
- Lago su experiencia ta proba cu mas por worde efectua door di cooperacion cu door di cual otro medio.

Declarando compania su opinion tocante representacion di empleado, ta husto pa puntra: Kiko e record ta muestra? Despues di casi 20 anja di representacion independiente, kiko a worde logra door di consultacion y negociacion cooperativo entre directiva y representantenan di empleado?

Cooperacion, entendimiento, conocimiento mutual di otro su necesidadnan y deseonan ta significante solamente si nan ta dirigi na un obhetivo comun. Ta apropiado di observa e obhetivo di Lago y su empleadonan pa mira kiko a worde forma durante e anjanan di cooperacion entre empleadonan y directiva. Progreso a worde haci acerca di e obhetivonan di exito y repartimiento? E sistema di representacion a logra e beneficiacion pa tur sin perde su abilidad di reconoce e

necesidadnan special di e grupo chikito y di e individuo?

Kiko ta e record ariba e cosnan cu ta interesa tur di nos manera, pago, oranan, vacation, e oportunidad di ahorá y proteccion contra enfermedad y morto? Lago nos tira un bista -

### Pago -

E record ta muestra cu desde 1941 e average di pago di empleadonan di Lago a bira mas cu dobel. Esaki ta sona un poco estadistico. E ta bira significante ora cu nos realiza cu e tarifa di un obrero a subi for di Fls. 0.44 te Fls. 1.36 pa ora, e tarifa di un tradesman experto di Fls. 1.05 te Fls. 2.565. Tur cambianan den tarifa di pago a worde efectua, cu un solo excepcion na 1951, door di consultacion y negociacion pacifico cu representante-nan di empleado.

E ta nifica mas si nos recorda cu desde 1947 te 1955 un formula di bono di costo-di-bida a efectua proteccion pa empleadonan contra e variacion intenso den prijsnan di articulonan di promer necesidad di es periodo ey. Ta significante cu ora e formula di costo-di-bida no tabata parce e mehor medio pa compensa empleadonan den un economia mas stabil, representantenan di empleado a bli hunto cu directiva y a bin na un acuerdo pa discontinuá mientras nan a negocia e aumento general na cumplimiento di e anja aki. Prevision y cooperacion di es forma aki a establece cu emplea-

nan di Lago nan tarifa di pago mas haltu cu esnan di cuaklier otro grupo di empleado den Antillas Neerlandes.

### Oranan -

Mientras salario y pago pa hibo cas a aumenta, oranan di trabao a worde reduci. Hopi di nos empleadonan bieuw a traha warda di 56 ora pa siman. Na 1937 tabata parce un marca di verdadero progreso ora cu, den consultacion cu representante-nan eligi di empleadonan, Lago a establece un schedule di warda di 50.4 ora pa siman. Schedule normal di dia tabata 48 ora pa siman. Pero na 1945, despues di discusion cu Employees Advisory Council, mas ora di ocio a worde gana pa empleadonan ora cu schedule di warda a worde reduci na 48 ora y operacionan den dia a worde standardiza casi completamente na 45 ora pa siman.

E mehoranza aki a worde efectua sin perdida di pago pa hiba-cas pa cuaklier trahador. Den majoria caso, oranan a worde reduci mientras pago semanal actual a bira mas hopi. E medionan conveni door di Lago y representantenan di empleado durante anjanan - medionan desarolla door di consultacion voluntario y cooperativo cu otro - a worde desde incorpora den ley pa tur empleadonan den Antillas Neerlandes.

### Vacacion -

Awe, tur empleadonan ta gosa dos siman di vacation acumula cada anja tanto como vacation adicional despues di dos anja di servicio. No tabata semper asina. Hopi anja pasa hopi emplea-

donan no tabata hanja un vacation te despues cu dos anja di servicio a worde completa. Y es tempo ey solamente un siman pa anja a worde duna pa e promer cinco anjanan y dos siman pa anja tabata e normal pa tur e servicjonan subseguente. Na 1945 un poliza nobo a establece un siman di vacation despues di e promer anja, y dos siman pa cada anja subseguente.

Na 1945, un vacation adicional di dos siman a worde stipula despues di cada cuatro anja di servicio. E anjanan cu a sigi a mira mehoranza continuo door di negociacion. Promer, na 1951 un aumento den e vacation adicional di tres siman despues di ocho anja y cuatro siman pa cada periodo di cuatro anja despues. Despues na 1954 un otro cambio a stipula vacation adicional cada anja despues di dos anja di servicio na lugar di despues di periodonan di cuatro anja.

### Dianan di Fiesta y Pago pa Dianan di Fiesta -

Na 1945 ora cu reduccion den schedule di trabao y un aumento general a worde desarolla cu representantenan di empleado, dianan liber cu pago ariba dianan di fiesta pa obreronan a cuminsa. Anteriormente, e majoria di empleadonan di Lago tabata hanja cinco dianan di fiesta pa anja sin pago. Awor, como resultado di bon comprendimento entre directiva y representantenan eligi di empleado, ocho dianan di fiesta pa anja a worde estableci. Empleadonan ariba nan dia liber lo recibi pago na straight-time, mientras esnan cu mester traha lo recibi pago extra.

Otro mehoranza negocia door di representantenan di empleado

ta inclui un aumento den pago pa dianan di fiesta di extra straight-time pa extra ora-y-mei. E mas reciente mehoranza - inicia door di Lago Employee Council - ta un provision pa asegura cu trahadornan di warda recibi a equivalente di ocho dianan di fiesta of pago extra pa dianan di fiesta, indiferente di nan schedule di warda.

### Sobretiempo y Tarifa Interino -

Pa hopi anjanan Lago tabata un guia den e area den reconocimiento di su responsabilidad pa compensa su empleado - y pa compense mas cu su tarifa di pago regular - pa trahamento di oranan extra. No tin nada radical, nada nobo den es concepto aki. E punto ta cu e poliza di overtime no a worde forza door di ley of costumber di e area. Mas bien, el a worde desarolla for di reconocimiento di deseonan di empleadonan y necesidadnan manera expresa door di nan representantenan companjero-trahador. Tambe e ta un expresion di e abilidad y bon voluntad di compania di reconoce su obligacion especial pa oranan extra di trabao. Cu pago mas haltu pa actuacion interino, asina mes cu e no ta worde practica na gran escala den e area aki, Lago a conveni den negociacion cu representantenan di empleado cu tal tarifa haltu ta hustificable y a paga nan pa hopi anjanan.

Esakinan, anto, ta algun di e mehoranza material pa tur empleado-nan formula door di anjanan di negociacion y consultacion entre directiva di Lago y e representantenan independiente di empleadonan. Nan ta tipico di e provecho obteni door di empleadonan representando

(Continua na pagina 8)



# Starlite Teens

## Youngsters Plan To Fight Delinquency, Create New Friends, Have A Good Time

A group of teen-age youngsters has been meeting once each week the past two months to chart the course of one of the youngest, - and the busiest - organizations on the island, the Starlite Teens Club.

Organized by some of Lago's younger employees and the children of other employees, the club was designed to provide a common meeting ground for young people from various parts of the island.

From all over Aruba the club's officers gather each Friday night at the Lago Heights Club to discuss plans for developing social, athletic and activity programs, vote on new members and discuss such topics as the selection of a distinctive club emblem.

Sparkplug of the organization was Fred Lejuez, 19-year-old son of W. W. Lejuez of Receiving and Shipping who first conceived the idea of a club restricted exclusively to young people.

He set about quizzing his friends on the proposal. He asked Calista Werleman, daughter of Simon Werleman of the Electrical Craft; Marciano Angela, 1953 Lago Vocational School scholarship winner; Piola Benschop, daughter of Cornelis Benschop of Metal Trades and Sally Frans, daughter of Arturo Frans of Light Oils Finishing.

They agreed that teen-age boys and girls should have an organization to which they could both belong. On April 18 they met at the Lago Heights Club to draft preliminary plans. One of their first decisions was to adapt the name of the recently-formed Starlite Club of Lago Heights to Starlite Teens Club.

They saw the club as a social organization in which young people, 16 to 21, could meet. They agreed there was a need for an organization in which teen-agers, say, from Noord might meet people of a similar age from San Nicolas.

Previously, young people tended to congregate only with other young people of their community. As a result their recreation was limited, their acquaintanceship around the island restricted.

The founding group felt it was important that teen-agers get to know each other, to exchange ideas, share good times, cooperate on projects, broaden their interests and spend their spare time in worthwhile pursuits.

As a result they saw the club as basically a social organization which at first would stage parties and dances, picnics and hikes. Later, they thought, the club might develop athletic teams, an orchestra, a dramatic group, a newspaper, study and discussion units.

With these thoughts in mind, the group went before the Lago Heights Advisory Committee and won the committee's approval of the idea to form a club.

To kick off a membership drive they laid plans for a dance to be held April 23 at the Lago Heights Club. With the dance as an attraction, they fanned out through their friends seeking recruits. One stipulation was that would-be members must have their parents' permission to join.

The parents proved to be the club's biggest boosters. They not only gave their consent but offered to help. At the club's request they set up a 12-member advisory group, guaranteed chaperones for the club's social functions and offered to prepare and serve one of the vital ingredients for any successful teen-age affair - food.

Young people throughout the island welcomed the chance to join. When the first notes of the dance music sounded at the Lago Heights Club the night of April 23, over 150 teen-agers were on hand.

The dance ran from 7 to 11:45. Music ranged from Antillean tumbas to the latest jump recordings of Willie May. Food was abundant and good.

For the first time for many of the youngsters boys from Oranjestad danced with girls from Sabaneta; girls from Picra Plat danced with

boys from Brazil. Novelty dances, designed to help the dancers get acquainted, were held.

Conversation between dances - in Papiamentu, Dutch and English - brought about the exchange of ideas the founding group had hoped for, the chance for Aruba teen-agers to get to know each other better.

Many parents had accompanied their children to the dance. They stood on the sidelines and watched the festivities, then pitched in to help serve home made sandwiches, punch and soft drinks. Their approval was unanimous.

One Lago Heights father, watching his daughter circle the floor, in the arms of a boy from Balashi, said, "This club is something the young people have needed for a long time."

Contest dances and the awarding of door prizes capped the evening.

The club staged its second social event - a barn dance - at the Lago Heights Club the night of May 21. More than 200 teen-agers turned up dressed in the younger generation's "uniform" of blue jeans with blouses or sport shirts, skirts or "pedal-pushers."

Square dances, novelty dances, North and South American rhythms - provided by the club's new-born Conjunto Starlite Teens orchestra and recordings - helped once again to bring boys and girls together who had never met before. Parents, back to help out, served the food which the club's struggling treasury had provided for them to prepare.

Past its formative stages, the club has settled down into a period of expansion. With a membership of over 150 - about evenly divided between boys and girls - it is setting out to fulfill some of its other aims.

At recent meetings the board has discussed plans for the formation of a basketball team, a table tennis team, a swimming team. It has tentatively scheduled a sight-seeing trip to acquaint members with portions of the island with which they might not be familiar.

In the area of social service, the club plans to work with a recently-formed bird protective association. "We think it's important," explained young Lejuez, president of the club, "that young people know about the island's birds and wildlife, why they should be protected and how they can be protected."

As another social service, the club is planning a dance next month. Fls. 1 admission fees, paid by the boys, will be donated to the committee collecting funds for the statue of Princess Wilhelmina which Queen Juliana will unveil during her visit here in October.

The club board and its advisors, however, feel the club's main contribution to the island will be to help combat juvenile delinquency. "Young people are out late at night, walking the roads, getting into trouble because they have nothing else to do," Lejuez said.

"We hope that if they're playing basketball, developing pictures, acting in plays, working on our newspaper or taking part in other club activities, they won't be walking the roads and they won't be getting into trouble."

Once a member, the applicant is required to observe certain rules. Members are asked not to drink alcoholic beverages at club functions; to participate in club in activities and projects; to conduct themselves in a manner that is a credit to the organization. Boys are required to pay Fls. 1 dues each month.

Failure to abide by the club's regulations may be cause for suspension.

Helping the club achieve the aims for which it was created are Advisory Board Members Pedro Brook of the Accounting Department; James Reeberg of the Mechanical Department; Simon Geerman of the Marine Department; Siraico Tromp of the Executive Office; Simon Werleman of the Mechanical Department; John Wever of the Technical Service Department; Mrs. Miles McDonald, Mrs. Zephyrinus Towon, Mrs. A. Abrahams, Mrs. O. de Vries and Mrs. I. van Blareum, all wives of Lago employees; Miss Jeane van Vliet and Miss Reinie Kenson, school teachers.



TIME OUT for weary feet at the Starlite Teens' barn dance at the Lago Club. Footwear was shed when the dancing pace came too toe-tiring.



COUPLES join hands to form a bridge. Other couples slip by in a "Polka." Novelty dances such as these help the members get acquainted.



MRS. Miles McDonald flashes four fingers indicating the dancers are to march abreast. Advisory board members Mrs. McDonald give a helping hand whenever it is needed.



PARENTS peering into the Lago Club patio seem to be enjoying the dance as much as their children. They served food during intermission. MAYORNAN contemplando e actividad den patio di Lago club ta parece di ta goza e baile mes tanto cu nan yunan. Nan a sirbi cuminda.



STARLITE Teens dance, chatter and fulfill one of the club's purposes - to make youngsters from all over the island better acquainted.

HOBENNAN di Starlite Club ta balia, combersa y ta cumpli cu uno di e obhetonan di e club - esta haci hobennan di e isla conoce otro mehor.



CURRENT Starlite Teens officers (to right - seated) Calista Werleman, chairman; Piola Benschop, secretary; Sally Frans, assistant secretary; Wilfred Kenson, chairman, who first perceived a need



# Starlite Teens

## Hobennan ta Planea pa Crea Amistad, Combati Delincuencia, Pasa un Bon Tempo



Un grupo di hoben durante e ultimo dos luna tabata tene reunion un bez pa siman pa mapa e curso di uno di e organizacionnan mas reciente - y mas activo - ariba e isla, esta Starlite 'Teens Club.

E club aki, cu ta forma door di algun empleadonan mas jong di Lago y e yunan di otro empleadonan, tin idea pa percursa pa un lugar di reuni pa hobennan for di varios parti di e isla.

For di tur parti di Aruba nan ta reuni tur Diabienes anochi na Lago Heights Club pa discuti plannan pa desaroya programa social y atletico, pa vota pa admision di miembronan nobo y pa discuti asuntunan manera seleccion di un emblema distintivo pa e club.

E motor tras di e organizacion tabata Fred Lejuez, yiu homber di 19 anja di W. W. Lejuez di Receiving & Shipping,kende tabata di promer cu a saka e idea pa un club exclusivamente pa hobennan.

El a cuminsa puntra su amigonan tocante e proposicion. El a papia cu Calista Werleman, yiu di Simon Werleman di Electrical Craft; Marciano Angela, ganador di beca di 1953 for di School di Ofishi di Lago; Piola Benschop, yiu muher di Cornelis Benschop di Metal Trades y Sally Frans, yiu muher di Arturo Frans di Light Oils Finishing.

Nan a combini cu mucha homber y mucha muher entre 16 y 21 anja mester tin un organizacion na cual tur dos por pertenece. Dia 18 di April nan a reuni na Lago Heights Club pa prepara plannan preliminar. Un di nan promer decisionnan tabata pa adapta e nomber di e Starlite Club recientemente forma na Lago Heights pa Starlite 'Teens Club.

Nan tabata mira e club como un organizacion social den cual hobennan entre 16 y 21 anja por bini hunto. Nan tabata di acuerdo cu tabatin un necesidad pa un organizacion den cual hobennan, por chempel, di Noord por cera conoci cu hobennan di mes edad di San Nicolas.

Anteriormente, hobennan tabatin costumber di congrega solamente cu otro hobennan di nan comunidad. Como resultado, nan recreacion tabata limitá, y nan conocirnan ariba e isla tambe tabata limitá.

E grupo fundador a haya cu ta importante pa hobennan conoce otro, pa nan cambia di idea cu otro, pasa un tempo agradable, coopera cu otro ariba cierto proyectonan, aumenta nan interesnan y pasa nan tempo liber den actividadnan cu valc la pena.

Como resultado, nan tabata mira e club basicamente como un organizacion social, cual na cumzamento lo organiza fiesta y baile, picnic y paseonan. Mas despues nan ta pensa cu e club por desaroya team atletico, un orkestra, un grupo teatral, un boletin, y gruponan di estudio y debate.

Cu e pensamentonan aki, e grupo a acudi cerca Comité Consultativo di Lago Heights y a haya aprobacion di e Comité pa e idea di forma un club.

Pa principia un campanja pa haya miembro, nan a traha plannan pa un baile cu lo worde teni 23 di April na Lago Heights Club. Cu e baile como un atraccion, nan a pasa cerca nan amigonan buscando miembro nobo. Un stipulacion tabata cu miembronan cu ta join nan mester tin consentimiento di nan mayornan.

E mayornan a proba di ta e estimuladornan mas principal. No solamente nan a duna nan consentimiento, pero nan a ofrece yudanza. Ariba peticion di e club nan a lamta un grupo consehero di 12 miembro, a nombra acompañadoras pa e actividadnan social di e club y a ofrece di prepara y sirbi uno di e ingredientenan mas vital pa cualkier actividad di hobennan - esta cuminda.

Hobennan di tur parti di Aruba tabata entusiasma cu e chens pa join. Ora e promer tononan di e musica di baile a resona na Lago Heights Club e anochi di 23 di April, mas di 150 hobennan tabata presente.

E baile a dura di 7 te 11:45 'or di anochi. E musica di baile tabata variá di tumba Antilliano te na e ultimo piczanan mas ritmico di Willie May. Cuminda tabata bon y na abundancia.

Tabata pa di promer bez pa hopi di e hobennan cu mucha homber di Oranjestad a balia cu mucha muhernan di Sabaneta; cu mucha muhernan di Piedra Plat a balia cu mucha hombernan di Brazil. Baile cu intercambio cu ta designá pa yuda e parehanan cera conoci cu otro a worde teni.

Conversacion entre bailenan - na Papiamentu, Holandes y Ingles - a trece cambio di idea cu e grupo fundador a spera ariba, esta e chens pa hobennan di Aruba por cera mehor conoci cu otro.

Hopi mayornan a acompaña nan yunan na e baile. Nan tabata para un banda y mira e festividadnan, y luego a yuda pa sirbi algun sandwich, punch y otro bebida refrescante. Aprobacion di tur tabata unanimo.

Un tata di Lago Heights, mientras e tabata mira su yiu muher draai rond ariba pista di baile den braza di un hoben di Balashi, a bisa: "E club aki ta algo cu e hobennan tabatin mester di hopi tempo caba."

E club a presenta su segundo evento social - un otro baile - na Lago Heights Club e anochi di Mei 21. Mas di 200 hobennan a presenta bisti cu e "uniform" di e generacion juvenil di carson blau di trabao cu camisa of blusa.

Square dance y otro clase di baile, cu ritmo Latino y di Estados Unidos - presenta pa e club su conjunto nobo Starlite 'Teens y disco - a yuda atrobe pa trece e mucha hombernan y mucha muhernan cerca otro cu nunca antes a mira otro. Mayornan cu atrobe tabata presente a sirbi e cuminda cu e poco fondos di e club por a duna pa prepara pa nan.

Awor cu e club a pasa su periodo di formacion, e ta sigui den un periodo di expansion. Awor cu un cantidad di miembro di mas di 150 - casi mes tanto mucha homber como mucha muher - e Club ta siguiendo pa cumpli cu algun di su otro obhetonan.

Na reunionnan reciente e Directiva a discuti plannan pa formamento di team di basketball, team di ping-pong, y un team di landamento. Nan a planea un paseo preliminar pa mira vistanan atractivo pa haci e miembronan cera conoci cu e partinan di e isla cual podiser nan no a mira nunca.

Ariba tereno di servicio social, e Club tin plan pa traha hunto cu e asociacion pa proteha pahara cu a worde recientemente formá. "Nos ta pensa cu ta importante," Lejuez, President di e Club, ta splica, "pa hobennan sabi algo tocante e paharanan y otro animalnan di e isla, pakiko nan mester worde protehá y com nan mester worde protehá."

Como un otro servicio social, e club ta planeando un baile pa otro luna. Entrada di Fls. 1 pa mucha hombernan lo worde duná na e comité cu ta colectando fondos pa e estatua pa Princes Wilhelmina, cual Reina Juliana lo desvela durante su bishita na October.

E directiva di e club y su conseheronan, sinembargo, ta di opinion cu e club su contribucion principal na e isla lo ta pa yuda combati delincuencia juvenil. "Hobennan ta keda te laat for di cas, ta camna ariba caya, ta haya nan mes den trobel pasobra nan no tin otro cos di haci," Lejuez a bisa. "Nos ta spera cu si nan ta hungando basketball, ta saka y laba portret, ta actua den comedia, ta traha ariba nos corant of ta tuma parti den otro actividadnan di nos club, nan lo no ta camna ariba caya y nan lo no haya nan mes den trobel."

Una vez cu nan ta un miembro, e aplicante mester observa cierto reglanan. Miembronan ta worde pidí pa no bebe bebida alcoholico na fiestan di club; pa participa den actividadnan y proyectonan di e club; pa conduci nan mes den un manera cu lo ta un credito pa e organizacion. Miembronan homber mester paga Fls. 1 di contribucion pa luna.

E personanan cu ta yudando e Club pa logra su obhetonan pa cual el a worde formá, ta Miembronan di Comité Conschero Pedro Brook di Accounting Department; James Reeberg di Mechanical Department; Simon Geerman di Marine Department; Ciriaco Tromp di Executive Office; Simon Werleman di Mechanical Department; John Wever di Technical Service Dept.; Sra. Miles McDonald; Sra. Zephyrinus Town; Sra. A. Abrahams; Sra. Jeanne van Vliet; Sra. Reinie Kenyon; Sra. O. de Vries y Sra. I. van Blaricum.



MIPO PA SOSEGA pianan cansá na e baile di Starlite Teens na Lago Club. Zapatin a worde kitá ora e ritmo di baile a cansa e dedenan demasiado.



REHANAN ta tene man pa forma un grupo mientras otro pareha ta pasa bailando "Polonesa." Baile nobo manera esaki yuda e miembronan di Club cera conoci.



Miles McDonald ta liza cuatro dede ando cu e haliadornan mester marcha un careda di cuatro. Miembro di Comité Conschero manera Sra. McDonald ta yuda yuda cu ta necesario.



Conscheros' organization; (standing) Franco Geerman and Max Abrahams, commissioners; Marciano Angela, treasurer; van Clief and Lucas Geerman, commissioners.



PIOLA Benschop turns up the volume on a tape recorder pouring out popular square dance, North American and South American rhythms. PIOLA Benschop ta liza e volumen di un "tape recorder" y ta toca contradanza popular y ritmo Latino y Norte Americano.



THE Cohunto Starlite Teens, the club's own orchestra, plays one of the two songs written by club members about the organization. E CONJUNTO di Starlite Teens, e orkestra propio di e Club, ta toca uno di e canticanan componi door di e miembronan di e Club.

# 23 Employees Share Fls. 705 for Ideas

Twenty-three employees shared awards totaling Fls. 705 for ideas they "coined" during March. Top recipient was C. V. Watkins of the Industrial Relations Department who was given Fls. 60.

T. P. Viapree of Mechanical - Administration netted Fls. 45 for two accepted ideas. D. C. Walker of Mechanical - Pipe received Fls. 50 for suggesting that ladders leading to the top of furnaces in Cracking be installed. D. Marques of the Process Department was awarded Fls. 50 for proposing that Vu-Graphs be standardized.

Mr. Watkins' award was based on his new design for transportation request forms. Others who shared the award total were:

Accounting Dept.	
L. de Palm	Fls. 25
Ind. Rel. Dept.	
C. V. Watkins	Fls. 60
Acct. - New design for "Transportation Request Form."	
H. Davidson	Fls. 25
C. Bislip (Mrs.)	Fls. 25

Mechanical Dept.	
Admin.	
T. P. Viapree	Fls. 25
T. P. Viapree	Fls. 25

Tin	
N. Reemnet	Fls. 20
Yard	
J. Hodge	Fls. 25

Pipe	
D. C. Walker	Fls. 50
P. - Cracking - Furnaces - Install ladder from platform to roof of all furnaces.	
M. Croes	Fls. 20

Machinist	
R. Oduer	Fls. 40
Col. Maint.	
J. Freundel	Fls. 25

Medical Dept.	
R. Klaiber	Fls. 25
Process Dept.	
Cat. & LE	

E. L. Tondou	Fls. 25
J. Werleman	Fls. 25
E. Sardine	Fls. 25

Cracking	
M. Bunsee	Fls. 35

LOF	
C. F. Mapp	2 @ Fls. 25

E. R. Dos Ramos	Fls. 25
G. M. Jacobs	Fls. 20
Utilities	
M. Winterdaal	Fls. 30
Tech. Serv. Dept.	
Eng.	
G. Liburd	Fls. 35
W. Robles	Fls. 25
Process	
D. Marques	Fls. 50
TSD - Eng. - Standardize VU-Graphs.	

## NEW ARRIVALS

**May 15**  
DAVIS, Stephen - Rec. & Shipp.; A daughter, Dolores Anita  
THOMAS, Adolphus - Cracking Plant; A son, Dennis Milton Ray  
RAS, Pedro - Mech. Boiler; A daughter, Juana Casimira

**May 16**  
LACLE, Cirilo - Mech. Machinist; A son, Eric Michael

**May 18**  
LEGORE, Clyde B. - Mech. Admin.; A son, Ronald Melville  
PINGAL, Fernando - LOF; A daughter, Lima Mercedes

**May 20**  
RAS, Juan - TSD Lab.; A son.

**May 21**  
LOPEZ, Roman - Rec. & Shipp.; A daughter, Miswin Clarendia

**May 22**  
WILLIAMS, Alfred A. - Mech. Garage; A daughter, Marilyn Esther  
ROOS, Eugenio M. - C&LE; A son, Robert Charles  
LEID, Dennis G. - Mech. Admin.; A son, VIS, Bertus - TSD Lab.; A daughter, Fawzia Gabriela  
DIJKHOFF, Rikanlo - Cracking Plant; A son

**May 23**  
FREEMAN, Alexander A. - C&LE; A son  
TOMLIN, James R. - TSD; A son, James Sowers  
WEBB, Francisco N. - Mech. Pipe; A daughter, Irma Elizabeth  
COX, Stephen - Mech. Carpenter; A son, Paul Fitzallen

**May 24**  
BLAIZE, Hamilton - Mech. Garage; A daughter

**May 26**  
WANGA, Ruffacio G. - Stewards Service; A daughter, Greta Elotaria

**May 27**  
DIJKHOFF, Francisco - TSD Eng.; A daughter, Maria Genoveva  
PEMBERTON, Julian P. - WS Commissary; A son, Frank Julian

**May 29**  
TROMP, Augustin - Col. Maint; A daughter, Lourdes Maxmina



RAKES, shovels and hoes came into play late last month as Boy and Girl Scouts from throughout Aruba launched an island-wide campaign to clean-up and beautify scenic spots.

MARKA, schop y chapi a worde usá ultimo parti di luna anterior ora Padvinder y Padvinsteran di henter Aruba a lanza un campanja general pa limpia y baci lugarnan pictoresco bunila.

## Seventy Island Scouts Begin Clean-Up Campaign

Seventy island Girl Scouts and Boy Scouts turned out the afternoon of May 28 to kick-off a clean-up campaign of Aruba's beaches and other scenic spots.

The idea originated with the Lago Colony Girl Scouts who enlisted the cooperation of colony Boy Scouts, other scouts outside the colony and the Public Works Department.

Meeting at the Public Works Department garage in Oranjestad, the scouts were transported by truck to the Eagle Beach. Equipped with gloves, rakes, shovels and barrels provided by the department, the scouts moved out over the beach.

For over two hours they scoured the sand and filled two trucks with

cans, bottles, paper, wood and other trash. Close to 70 youngsters took part in the project which they hope to extend to other scenic sites.

They also hope to secure the installation of permanent trash cans at the more heavily-used spots and conduct a campaign urging that the areas be kept clean of litter.

## SERVICE AWARDS

**30-Year Buttons**  
Rijnio Solognier Process - Rec. & Shipp. Wharves  
Roman C. Vrolijk Marine - Floating Equipment

**20-Year Buttons**  
Paulito Arends Col. Serv. - Laundry  
William A. Hamilton Marine - Harbor Operations

Laurens Croes LOF  
Carnacion J. Hartis LOF  
Ramiro E. de Kort LOF  
Leonardo J. M. Henriquez Mech. - Admin.

Dominico Maduro  
Petrus A. Franken Mech. - Welding  
Cecilio Werleman Mech. - Boiler

**10-Year Buttons**  
Charles A. Kerrel Mech. - Paint  
Emile E. Hunt Mech. - Paint  
Hubert C. Cathlin Mech. - Paint  
Joseph R. Desbarida Mech. - Boiler  
Cephas McKenzie Mech. - Boiler  
David A. Nisbeth Mech. Machinist  
Kenneth H. Gumbs Mech. - Masons & Insul.  
James W. Richards Mech. - Carpenter

Joseph B. Chalmers Mech. - Storehouse  
Francisco G. Henriquez Mech. - Yard  
Samuel E. Woodley Mech. - Yard  
Gregorius Tromp Mech. - Garage  
Jacques N. Illis LOF  
Wilson P. Sepersaud Acid & Edel.  
Ange R. J. Brookson Acid & Edel.  
Teodoro P. Todman Utilities  
Hose M. Hernandez LOF  
George A. Mossel Rec. & Ship.  
Emile J. B. Laronde Acid & Edel.  
Ricardo C. Tromp LOF  
Melecio Luna-D Col. Serv. - Stewards  
David Lubin Col. Serv. - Col. Maint.  
Caroline A. Jackson Col. Serv. - Laundry  
Adolf B. E. Eihers Col. Serv. - Dining  
Joseph E. Joubert TSD - Laboratory  
Herman A. N. Bakboord TSD - Laboratory  
Frederic Keil Esso Dining Hall  
Miss Anna E. Kerker Medical Dept.  
Antonio Romblly Mech. - Machinist  
William D. Cannegieter Mech. Machinist  
Pablo Simi'eer Mech. - Welding  
Philustine Andrew Mech. - Welding  
George E. Cumbs Mech. - Yard  
Archibald A. Riddle Mech. - Yard  
Eddy E. Murray Mech. - Yard  
Joseph J. D. Henderson Mech. - Masons  
Oliver E. T. Williams Mech. - Paint  
Alexander J. Cassius Mech. - Paint  
Harry M. Duncan Mech. - Paint  
Hugo A. Clauzel Mech. - Paint  
Felipe A. Cecilia Mech. - Paint  
Joseph Evariste Mech. - Admin.  
James A. Potter Mech. - Pipe  
Gerardus J. Rach Mech. - Pipe  
George L. Heyliger Mech. - Storehouse  
Jacinto Tromp Mech. - Storehouse  
Fernando Arrendel Mech. - Garage  
Errol P. Lewis Mech. - Boiler

## Muscle-Men Show Form At Lago Sport Park Contest



WITH a clean and jerk of 250 pounds, Roy van Putten of the Process Department pushed his total lift to 670 pounds and took the 165-lb. championship.

CU UN levantamento "clean and jerk" di 250 liber, Roy van Putten di Process Department a anota su levantamento total na 670 liber y a keda champion pa 165 liber.

The Lago Sport Park Board staged its annual weight-lifting and body-beautiful contest the night of June 4 before some 2000 fans in the sport park who gathered to see 27 physical culture devotees demonstrate - and display - their muscles.

The four weight-lifting classes

were won by Lago employees who, competing in the "Military press," "snatch" and "clean and jerk," hoisted weights ranging from 125 to 300 pounds.

Winner of the 132 1/2-lb. class was M. Roberts of the Mechanical Department. He pressed 155 pounds, snatched 185 and jerked 220 for a

RUPERT FRASER of the Paint Craft struggles with 230 pounds in the clean and jerk. He managed a total of 600 pounds in the press, snatch and clean and jerk.

RUPERT FRASER di Deplo. di Paint ta luchando cu 230 liber den un levantamento "clean and jerk". El a logra un total di 600 liber.



total of 560 pounds. E. Tross, also of the Mechanical Department, took the 148 1/2-lb. title by pressing 195, snatching 200 and jerking 235 for a total of 630 pounds.

L. R. van Putten of the Process Department, winner of the 165-lb. class, hefted a total of 670 pounds. He pressed 220, snatched 200 and

jerked 250. Julian Pemberton, Colony Service employee who placed second in the 181 1/2-lb. class in the Pan American Games earlier this year, took the sport park title in that class.

He pressed 240, snatched 235 and jerked an impressive 300 for a total of 775 pounds.



COMPETING in the 181-lb. class, Esteban Vorst of the Yard Craft slings 290 pounds above his head in the clean and jerk.

COMPETIENDO den klasse di 181-liber, Esteban Vorst di Deplo. di Yard ta zwaai 290 liber ariba su cabez den un "clean and jerk".

Juan Garrio of the Industrial Relations Department took the senior "Body Beautiful" title; Levi Campbell of the Mechanical Department the junior. Contestants were judged on their muscular symmetry, physical and muscular development, appearance and pose.



DOWN the stretch thunder three of the four horses that raced in the feature event of the May 29 horse race at RCA Field. Claru (left) finished first with Duke (right) second and Zorro (center) third. Pedro Angela was the winning jockey.

BINIENDO ariba e pista di carreda ta tres di e cuatro cabainan cu a corre den e corrida principal dia 29 di Mei di e carreda di cabai na Veld di RCA. Claru (robez) a termina como promer cu Duke (drecht) como segundo y Zorro (centro) como tercera.



# CLARU WINS RCA RACE

## Duke Places Second, Zorro Third

It isn't very often the pounding of galloping hoofs is heard in Aruba. There just isn't that much horseflesh around the island. Of late, however, the horse population has picked up, Colombia imports doing much of the picking. And with the increase what could be more natural than getting the best together in a horse race.

Twelve horse owners were contacted by a group attempting to raise money for the construction of the new Roman Catholic church at Dakota, Our Lady of Fatima. A horse race, the group thought, would be an excellent way to raise money. The horse owners agreed; they set the date of May 29, the place at RCA Field.

Over 1000 people were on hand for the afternoon of racing, the first organized horse race since the Queen's Birthday Olympiad of 1949 presented Lago Sport Park patrons with a sample of the Sport of Kings. Twelve horses entered and ran four elimination heats.

The final - fifth - race pitted the winners of the first four heats. Claru, ridden by Pedro Angela, crossed the finish line first in the feature race. Duke, with Ismero Capriles riding, placed second while Zorro, ridden by Herman Grummings, came in third. The fourth horse in the race was Billy, ridden by Francisco Wever.

Claru gained her right to race in the feature event by taking the first heat. Ridden in the first race by Janet Springer, she defeated Reserva, with Ann Nixon up, and Oro, ridden by Betty Arends. The second heat was won by Billy. Hector Ras was the rider. Following Billy across the finish line were Corona and Mambo. Jose Bislick rode Corona and Cecil Haynes piloted Mambo around the track.

In the third race Grummings brought Zorro across the finish line first, Onza, ridden by B. Carson, and Black Fury, with Brandon Mozer aboard, came in second and third. The final heat was won by Duke. Capriles was the jockey. Pascual Zambrano brought Negro in second and Jay Oduber rode Smokie to a third-place finish.

## Duke Segundo, Zorro Tercero

Ta masha poco cu por tende boroto di pata di cabai galopando na Aruba. Pues, no tin bastante cabai pa haci esey ariba e isla. Un poco dia pasá, sinembargo, e cantidad di cabai a aumenta y mayoria di nan a worde importá for di Colombia. Y cu e aumento aki kiko por tabata mas natural di spera sino di larga e mehoran tene un carreda di cabai.

Diez-dos donjo di cabai a worde contactá door di un grupo cu ta tratando di colecta fondos pa construi un misa Catolico nobo na Dakota, Misa di Nuestra Señora di Fatima. Un carreda di cabai, e grupo a pensa, lo ta un medio excelente pa haya fondos. E donjonan di cabai a combiná pa yuda y nan a fiha e dia pa 29 di Mei y e lugar na Veld di RCA.

Mas di 1000 hende tabata presente e tramerdia di e carreda, cual tabata e promer carreda di cabai organizá desde cu Olimpiada di Anja di La Reina na 1949 a presenta e publico na Lago Sport Park cu un prueba di e Sport di Reynan. Dies-dos cabai a drenta carreda y a corre 4 corrida di grupo, pa cual uno ta sali ganador.

E ultimo - di cinco - corrida tabata un competicion entre e ganadornan di e promer 4 corridas. Claru, cu jinete Pedro Angela, a pasa e linja final como promer den e carreda principal. Duke, montá pa Ismero Capriles, a yega segundo y Zorro, cu Herman Grummings como jinete, a yega tercero. E di cuatro cabai den e carreda tabata Billy, montá pa Francisco Wever.

Claru a gana su derecho pa corre den carreda principal ganando e promer corrida. Den e promer corrida el tabata montá pa Janet Springer y a gana Reserva, montá pa Ann Nixon, y Oro cu Betty

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DUKE (center), ridden by Ismero Capriles, came in first in the fourth elimination heat. He defeated Negro (left), ridden by Pascual Zambrano, and Smokie (right), with Jay Oduber in the saddle.

DUKE (centro), montá pa Ismero Capriles, a yega di promer den e di cuatro corrida. El a gana Negro (robez), cu Pascual Zambrano como jinete, y Smokie (drecht), cu Jay Oduber den silla.



MAMBO (left) and Corona fly past standing spectators in the second elimination heat. The two horses finished in this order behind Billy.

MAMBO (robez) y Corona ta hula pasa canto di mirones den e segundo corrida. E dos cabainan aki a termina den mes sequencia despues di Billy.



RESERVA, Claru, and Oro (left to right) line up for first race with Ann Nixon, Janet Springer and Betty Arends up. RESERVA, Claru y Oro (robez pa drecht) ta para ariba linja pa promer corrida cu Ann Nixon, Janet Springer y Betty Arends den silla.



F. V. SCHULTZ, JR., son of the horse's owner, sits astride the winning mount. Pedro Angela, jockey, leads.

F. V. SCHULTZ, JR., yin homber di un donjo di cabai, ta sintá ariba e cabai ganador. Pedro Angela, jinete, ta guia e cabai.



ONE FEATURE of the afternoon was a novelty obstacle race. One "obstacle" (above) was to empty a bottle dismounted.

UN DI e atraccionnan mas interesante tabata esun di obstakel (ariba), pa bebe un botter dismontá.



## Representacion di Empleado

(Continued from page 3)

nan companjero-trahadonan den e terreno generalmente referi como "pago, ora y condicionan di trabao."

Pero trahadonan tin otro necesidadnan y deseonan tambe. Nan tin e necesidad di proteccion den emergencia, den enfermedad inesperable of accidente, den planea pa e futuro di nan famia y dependientenan durante vieheza of morto. Nan ta desea e oportunidad pa ahorá pa contingencias, pa haci nan sonjo realiza. Nan ta considera, y cu tur razon, cu nan ta merece di reparti, fuera di nan pago normal, den e exito financiero di compania, mescos cu nan ta acepta cu perdida of fracaso di compania lo afecta nan adversamente, tempran of laat.

Atrobe, e record ta muestra cu es necesidadnan aki y deseonan a worde habilmente presenta door di representantenan di empleado durante e anjanan. E ta demonstra cu nan esfuerso a contra cu e repuesto cooperativo di Lago su directiva y un deseo di uni den resolve problema. Evidencia di esaki por worde mehor hanja den e cantidad di plannan di beneficio formal estableci durante anjanan. Esaki ta plannan cu no tabatin ningun contraparte den e area tempo cu nan a worde introduci. Nan a worde altera durante anjanan segun e necesidadnan y deseonan di empleadonan ta cambia of a worde reconocí door di representacion di independencia.

### Thrift Plan -

E plan aki, cuminsa na 1939, a worde estableci pa encurasha y asisti empleadonan pa ahorá placa. Lago a garantiza di contribui na un tarifa fihá pa cada florin ahorá door di e empleado te na 10 por ciento di su sueldo. E plan tambe tabata stipula contribucionan adicional door di compania durante anjanan cu operacionan favorable tabata haci tal contribucionan adicional possible. Desde 1949 es contribucion adicional aki a monta te 65 por ciento di cada empleado su ahoro. Ta un milagro chikito cu awe cada empleadonan di staff y regular ta un participante voluntario den e Thrift Plan cual, eada anja desde 1949, practicamente a bira dobbel di e suma ahorá door di e empleado door di contribucionnan di compania.

### E Plan di Spaar pa Vacacion -

E plan aki tabata en principio discuti cu e representantenan, quende a expresá e deseo di nan companeronan di trabao pa fondo di biaha foi Aruba durante vacacion. Establece na 1945 y liberalisá na 1951 e plan di spaar aki ta juda empleadonan di spaar 31½ por ciento di nan sueldo cual e compania ta pone aacerca florin pa florin. E placa ta disponibel na cualke tempu un empleado ke tuma un bonus vacacion. Mas cu 99 por ciento di tur e empleadonan ta spaar pa vacacion por e medio aki.

### Plan di Retiro

Asina cu e operacion di Lago a bira un empresa permanente y estable y asina cu e empleadonan, quende tabata emplea e prome dianan aja a jega na edad avansá, e a worde evidente cu cualke provision tabata necesario pa behesa, huntu cu nan economico personal gespaar durante nan emplea. Y asina na 1949 e Plan di Pension di Lago a worde estableci dunando un pension pa bida sin ningun costo na e empleadonan. Pa sea eligibel, un empleado meste tin 15 anja di servicio cu e compania y sesenta anja di edad, e empleado cu tin 15 anja di servicio tin loque nan ta yama "vested rights." Esei ta e derecho garantisá un pension di Lago ora e ta califica pe door edad.

E plan ta provee ademas, si e empleado ta desea un pension cu descuento e por worde paga asi-

na tempran como 50 anja di edad. Mientras e plan a sirbi, sin duda, e necesidad hasico pa cual e tabata establece, e ta significativo cu awe e representantenan di empleadonan ta cuminsa un estudio com e por worde mehorá.

### Plan di Beneficio pa Desabilidad -

E plan aki ta provee pagamentu pa e empleado ora e no por traha mas pa causa di malesa o desgracia.

Afo e obligacionnan basico abao e ley di Antilia Holandes, e plan di Lago ta duna beneficio en exceso di cual e ley ta demandá tocante e cantidad di placa y cubrimiento di tur empleadonan. Mientras e regla legal ta stipula cierto beneficio basa ariba un sueldo maximo di Fls. 10 pa dia, e beneficio di Lago ta calcula ariba e ganamentu actual di e empleado. E medio ta mucho mas cu e Fls. 10 legal.

Tambe, aunke e ley no ta exige pagamentu di beneficio pa enfermedad pa e empleadonan quende ta gana mas cu Fls. 20 pa dia, Lago su plan ta provee pagamentu igual pa tur empleadonan sin considera nan ganamentu. Pasando e concepto legal, Lago su plan ta provee tambe renta pa empleadonan cu mas di 15 anja di servicio cu ta debelá permanente y henteramente pa traha. E plan di beneficio formal aki a worde adopta na 1951.

### Plan di Beneficio di Sobreviviente -

Establece na 1946 ahaa un number diferente e plan aki ta provee awor pagamentu pa e sobreviviente di empleado y pensionistanan. Tal pagamentu ta igualá e ganamentu di un anja y ta extendé pa un periodo di dos anja. E pagamentunan aki, haci abao e plan aki ta henteramente aparte foi y huntu cu pagamentu exegi door e ley den evento di morto di e empleado door di un desgracia industrial. E representantenan di e empleado tabata masha activo pa asigura e elegibilidad pa e beneficio abao e plan aki lo worde extendé na e dependientenan ariba un base mas extensivo.

Esakinan ta e desarollonan grandi y extensivo den anjanan na Lago pa sirbi e necesidad y deseonan di Lago su empleadonan manera expresá door nan voz, e voz di representacion independiente di e empleadonan. Den tur asunto, sea cu e ta aumentu di sueldo o adopcion di un plan di beneficio nobo, e record ta muntra cu un problema di Lago su empleadonan a worde tratá cu exito door e directiva di Lago y e representantenan di empleado.

E sistema di representacion di e empleadonan independiente manera desarollá na Lago ta haja su forza mas grandi den abilidad pa trata y desarrollá solucionnan di e problema nan cu ta afecta henter e grupo di empleado. Na e mes tempu e ta sigura contra lubidamentu di e problema nan di e grupo especial chikitu y e individual.

Esaki tabata e historia d'je representacion su desarrollo, di ganamentu material pa tur e empleadonan di Lago, basá ariba factor invisibel, di confianza mutua y respet. E ta un historia basá ariba e despo pa obtene mehoramentu door e esfuerso cooperativo y un conoimento cu e unico goal comun ta un empresa productivo y efecto cu tur hende interesá ta haja parti di su exito. E mehoramentunan evidente, e factornan sterki indirectamente ta talento d'je representacion independiente di e empleadonan di Lago.

(E ultimo articulo den serie di representacion lo sali den edicion proximo di e Aruba Esso News.)

## Heights Shifted

(Continued from page 1)

Employees currently occupying Lago Heights homes will have until Nov. 30 to purchase the home in which they live or another in the Lago Heights area.

Sale prices of the homes have been reduced since the original price estimate was made. At that time it was thought the three-room homes would be priced at Fls. 4500; the four-room homes at Fls. 5500; the five-room homes at Fls. 6500 and the four-room, "intermediate-type" homes at Fls. 7500.

Revision of the estimates have dropped the sale prices to Fls. 3700 for the 11 three-room homes; Fls. 4900 for the 39 four-room, concrete block homes; Fls. 5900 for the 40 five-room homes and Fls. 6200 for the 25, "intermediate-type" homes.

Close to 100 Lago Heights residents have already indicated they intend to buy houses. Rent - minus interest and repair costs - they pay between June 1 and the time the property is transferred to their name will be applied to the purchase price.

As homes become available to

## Clarú ta Gana

(Continued from page 7)

Arends ariha Billy. E segundo corrida a worde gana door di Billy. Hector Ras tahata e jiniete. Siguiendo Billy tras e linja final tahata Corona y Mambo. Jose Bislick tahata jineté di Corona y Cecil Haynes a guia Mambo ariba e pista.

Den tercer corrida, Grummings a yega pa di promer ariha e linja final eu Zorro, despues Onza corri pa B. Carson y Black Fury, montá pa Brandon Mozar, a yega como segundo y tercero. E ultimo corrida a worde ganá door di Duke. Capriles tahata e jockey. Pascual Zambrano a trece Negro como segundo y Jay Oduher a yega cu Smokie como tercero.

others than current householders, they will be offered first to Lago Heights bachelor quarters residents, then to those on the foundation's waiting list. The down payment required for the purchase of any Lago Heights home is Fls. 1500.

The homes are located on land long-leased from the government. Home owners will pay nine cents per square meter per year land lease.

## Graduacion di LVS

(Continued from page 1)

Loreto Kock y Hendrik Bareno.

E ultimo dos, kende awor ta completando nan anja di estudio na school di Pennsylvania, ta fihá pa bolbe Aruba promer cu e graduacion. Gravesande a kita for di servicio di Compania y ta atendiendo Lebanon Valley College, Annville, Pa.

### Cuminza Traha Juli 4

E hobennan cu gradua ta fihá pa reporta pa trabao den refinaria dia 4 di Juli. Nan a termina tres anja di estudio y trahao den klas y un anja eu tabata parti entre school y trabao den refinaria.

Durante cuatro anja nan a studia Ingles, matematico, trahamento di sketch y asunto di sanidad. Nan a studia tambe fisica, lectura, ciencia general, y basenan fundamental di industria. Nan a ricibi tres anja di educacion fisico y a haya enseñanza practico den e pipe shop, shop electrico, laboratorio mechanical, sheet metal shop y carpinte shop di e school.

Manera full-time empleadonan nan lo tin oportunidad di train y studia hao di Education Refund Plan.

## Employee Representation

(Continued from page 3)

introduced. They have been kept up-to-date through the years as the needs and desires of employees have changed or been recognized through independent representation.

### Thrift Plan -

This plan, started in 1939, was set up to encourage and assist employees to save money. Lago guaranteed to contribute at a fixed rate for every guilder saved by the employee up to 10 per cent of his earnings. The plan also provided for additional contributions by the company in years when successful operation made possible such additional contributions. Since 1949 these additional contributors have amounted to 65 per cent of each employee's savings. It is small wonder that today every staff and regular employee is a voluntary participant in a Thrift Plan which, every year since 1949, has practically doubled the amount saved by the employee through company contributions.

### Vacation Savings Plan -

This plan had its inception in discussion with employee representatives who expressed the desire of their fellow workers for adequate funds to travel from Aruba during vacations. Instituted in 1945 and liberalized in 1951, this savings plan enables employee to save up to 31½ per cent of his earnings which the company matches guilder for guilder. The money is available any time an employee takes a bonus vacation. Over 99 per cent of all employees save for vacation needs through this means.

### Retirement Plan -

As Lago's operation became a permanent, stable enterprise and as employees hired during the "early days" reached advanced ages, it became obvious that some provision was necessary for old age in addition to personal savings during employment. And so, in 1949, Lago's Retirement Plan was established providing lifetime pensions free of cost to the employee. To qualify, an employee needs only to attain 15 years' service and become 60 years old. Even if he terminates his service with the company before age 60, the employee with 15 years' credited service has what is known as a "vested right." It is a guaranteed right to a Lago pension when he is qualified for it by age.

The plan further provides that if the employee so elects a discounted pension can become payable as early as age 50. Although this plan has unquestion-

ably met the basic need for which it was established, it is significant that today employee representatives meeting with management have requested the plan be improved.

### Disability Benefit Plan -

This plan provides payments to the employee when he is unable to be at work because of sickness or accident. Stemming from basic obligations under Netherlands Antilles law, Lago's plan provides benefits far in excess of those provided by law both as to cash amount and coverage of all employees. Although legal regulations stipulate certain benefits based on maximum earnings of Fls. 10 a day, Lago's benefits are calculated on the employee's actual earnings. This average is for more than the legal Fls. 10.

Also, while the law does not require payment of sickness benefits to employees making more than Fls. 20 a day, Lago's plan provides uniform coverage for all employees regardless of their earnings. Going far beyond the legal concept, Lago's plan also provides for lifetime incomes for employees with more than 15 years of service who are permanently and totally disabled for work. Developed in active consultation with employee representatives, this formal benefit plan was adopted in 1951.

### Survivor Benefit Plan -

Instituted in 1946 under a different name, this plan now provides payments to survivors of employees and annuitants. Such payments equal up to a year's earnings and extend over a period of up to two years. The payments made under this plan are entirely apart from and in addition to payments required under law in the event of the employee's death by industrial accident. Employee representatives have been active in assuring that eligibility for the benefits under this plan are extended to as wide a range of dependent survivors as possible.

These are the big, broad developments over the years at Lago to meet the needs and desires of Lago employees as expressed through their voice, the voice of independent employee representation. In every case, whether a general increase in wage rates or adoption of a new benefit plan, the record shows that a problem of Lago employees was successfully dealt with by Lago management and employee representatives.

The system over the years has achieved satisfactory solutions not

only of problems arising from the needs and desires of all employees, but also of those affecting smaller, special groups and individuals. It is from this characteristic that the system of independent employee representation as developed at Lago derives its greatest strength. It is able to deal with and develop solutions to problems affecting the whole employee group while at the same time it insures against oversight of the problem of the small, special group and the individual.

Although there is a Working Agreement between the company and the Lago Employee Council which fixes rates of pay, it is accepted as entirely reasonable by both parties that the question of rates applicable to a specific category of jobs should be discussed at any time. This has been done and done successfully in terms of obtaining higher rates of pay for such groups as wharfingers and drivers of automotive equipment, for example. Or, to look at a still broader group, it has not been necessary for a contract to expire in order to consider improvement in the allowances provided for employees whom it is necessary to lay off. It is accepted as natural that such a problem will be discussed as it arises and that management and employee representatives will try to develop a satisfactory solution out of common understanding of the problem.

None of the material improvements in wages and hours and working conditions, the benefit plans for greater protection of the employee and his dependents, the solutions to big and little and "in-between size" problems have just happened. It is not solely by evolution or the passing of time that improvement comes. Rather, improvement is inevitably the product of recognizing a problem, desiring to solve it and the ability to develop workable solutions.

The story of employee representation at Lago is one of tangible accomplishment, of material gain for all Lago employees based on strong, intangible factors of mutual trust and respect. It is based on a desire to achieve improvement through cooperative endeavor and a knowledge that the one common goal is a productive, healthy and efficient enterprise with all concerned sharing in its success.

These tangible improvements and strong intangible factors are the accomplishments of independent employee representation at Lago.

(The final article in the series of representation at Lago will appear in the next issue of the Aruba Esso News.)